

MAKE YOUR WORKPLACE A RACISM-FREE ZONE

Racism is dangerous and it's got to be stopped.

It's dangerous because it's hurtful and hateful.

It divides and demeans and destroys.

It's got to be stopped because it is wrong.

Only united can we be strong.

HOW IS CUPE FIGHTING RACISM?

Our goal is to mobilize our half million members to be anti-racism activists. We want to turn our workplaces – and our communities – into racism-free zones. Working together, we can make a difference.

YOU CAN:

- Stand together with people experiencing racism
- Show respect for your co-workers
- Reach out to people of different backgrounds
- Listen and learn from those around you
- Make an effort to bridge language barriers
- Take part in activities from other cultural communities
- Take an equality workshop
- Work within your union – and your community – to end racism
- Speak out when you see examples of racism

YOUR LOCAL CAN:

- Raise awareness about racism and take action to end it

- Read the equality statement at meetings in your local
- Welcome members from different backgrounds and defend their interests
- Put anti-racism high on the bargaining agenda
- Map your membership so you know who you represent
- Start an anti-racism committee
- Grieve racist incidents or discriminatory practices
- Use your collective agreement to weed out discrimination
- Negotiate hiring policies to ensure your membership reflects your community
- Make key documents available in the languages of your members
- Involve members of colour and Aboriginal members on the bargaining committee
- Promote workshops on fighting racism, discrimination and harassment

- Offer training to activists, including members of colour and Aboriginal activists
- Create opportunities for new activists and leaders among members of colour and Aboriginal members
- Work to ensure your leadership reflects your membership
- Reach out to allies in your community

AT THE PROVINCIAL AND NATIONAL LEVEL WE CAN:

- Act on our commitment to end racism
- Press for new jobs in the public sector, creating openings for a more diverse workforce
- Organize more workers of colour and Aboriginal members into our union
- Mobilize opposition to racism, demonstrating how racism harms all workers

- Identify and support locals that are on the front line fighting racism
- Support legal action, including court challenges to protect human rights
- Take political action, pressing for the laws and programs we need to end racism
- Train members, leaders and staff on fighting racism and discrimination
- Create opportunities for members of colour and Aboriginal members to be more active in the union
- Re-commit ourselves to fight racism within our own structures and practice
- Build ties with anti-racism allies, within our communities and around the world

JOIN THE FIGHT AGAINST RACISM

CUPE can help you tackle racism in your workplace, in our communities and in our union.

Information

To learn more about racism and strategies for creating a healthy workplace, contact the Equality Branch or visit our web site at cupe.ca.

Education

CUPE offers a range of workshops on combating racism, promoting understanding and ending harassment.

Committees and Networks

CUPE has a National Committee on Racism, Discrimination and Employment Equity – the National Rainbow Committee – and a National Aboriginal Council. As well, many CUPE locals and divisions have committees and networks committed to fighting racism.



WHAT IS RACISM?

When an individual or group exerts abusive powers over others because of their skin colour or racial heritage, that's racism.

WHAT IS DISCRIMINATION?

When equality is denied because of a person's gender, race, colour, religion, ethnic origin, nationality, sexual orientation, ability or age, that's discrimination.

WHAT IS A STEREOTYPE?

When an instant or fixed image of a group of people comes to mind, that's a stereotype. Stereotypes are often negative, based on false or incomplete information.

WHAT IS PREJUDICE?

When someone is judged based on preconceived ideas, that's prejudice. No law can prevent prejudiced attitudes, but a law – for example, the Human Rights Code – can prohibit discrimination that flows from prejudice.

I FIGHT RACISM

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